

Department of Psychological and Brain Sciences
Policies and Procedures (Bylaws)
Revised October 2, 2023

This document describes the policies and procedures by which the Department of Psychological and Brain Sciences (subsequently referred to as *the Department*) of the University of Delaware operates to achieve its mission. Department policies, procedures, and operations are subject to and consistent with those of the University and of the College of Arts and Sciences.

1 Membership in the Department

The membership of the Department consists of the Department Chair and the faculty, a subset of whom comprise the voting faculty. The faculty consists of all persons who hold 1) regular full-time tenure-track and continuing track positions, 2) full-time temporary research or teaching faculty, 3) joint and secondary appointments in Psychological and Brain Sciences who hold a faculty title, 4) adjunct and affiliated faculty appointments in Psychological and Brain Sciences, and 5) all faculty with emeritus status. The voting faculty consist of 1) all faculty whose primary (>50%) full-time tenure-track or continuing track appointment is in Psychological and Brain Sciences and 2) other faculty who have expressly been given voting privileges by a two-thirds majority vote of the Psychological and Brain Sciences voting faculty.

2 Responsibilities and Privileges of the Faculty

The mission of the Department is to produce high-quality research, provide high-quality teaching, and pursue other scholarly activities related to psychological and brain sciences. This mission includes graduate research and education, undergraduate education, and also relevant areas of service to the Department, University, community, and profession. The Department faculty are responsible for developing a vision that informs the future growth and development of the Department, for periodically reassessing the Department's vision, and for determining how the Department achieves its vision through a variety of specific missions which include the maintenance of high-quality undergraduate, graduate, and postdoctoral training programs within the Department. All new degree programs and changes in existing programs require the approval of the voting faculty in the Department. Some of the other rights and responsibilities of the faculty are outlined in the following sections.

3 Department Organization and Operation

3.1 Leadership of the Department

The *Chair* is the Department's chief administrator. Responsibilities of the Chair include providing leadership to the Department in achieving its mission, administering the policies and procedures of the University and the Department, and acting as the primary representative of the Department within the institution and the profession.

The Department Chair or the Chair's representative shall preside over faculty meetings.

The *Associate Chair* is appointed annually by the Department Chair and serves at the pleasure of the Chair. The Associate Chair assumes the Chair's duties in the absence of the Chair. The Associate Chair assists the Chair in matters pertaining to faculty mentoring and development,

staff supervision and development, budgets, Department events, alumni relations, and space allocation. The Associate Chair assists with the coordination of periodic review of Department Bylaws, workload policies, and merit raise criteria. The Associate Chair serves as Chair of the Faculty Evaluation Committee, oversees promotion and tenure and all peer review procedures, and coordinates Department colloquia with the Department area directors. These and other duties of the Associate Chair are negotiated with the Department Chair and are communicated to the Department.

The *Director of Graduate Education* is appointed annually by the Department Chair and serves at the pleasure of the Chair. The Director of Graduate Education chairs the Graduate Committee of the Department, assists with graduate program curriculum issues, the scheduling of graduate course offerings in coordination with the Director of Undergraduate Education, and TA assignments. The Director of Graduate Education is responsible for the recruiting and orientation of new graduate students, along with the management of graduate student retention issues, when they arise. These and other duties of the Director of Graduate Education are negotiated with the Department Chair and are communicated to the Department.

The *Director of Undergraduate Education* is appointed annually by the Department Chair and serves at the pleasure of the Chair. The Director of Undergraduate Education chairs the Undergraduate Committee, oversees the general education plan, the undergraduate curriculum review, the development of an honors curriculum, convocation planning, and the course scheduling and undergraduate-course TA assignments in coordination with the Director of Graduate Education. The Director of Undergraduate Education works with the *Director of Undergraduate Advising* to coordinate Department advising functions. These and other duties of the Director of Undergraduate Education are negotiated with the Department Chair and are communicated to the Department.

The *Director of DEI* is appointed annually by the Department Chair and serves at the pleasure of the Chair. The Director of DEI supports the creation of professional development events for URM faculty and students, the planning and hosting of DEI events for the department, and the mentoring and career development of URM faculty and students. The Director of DEI serves as a liaison for departmental affinity groups, and facilitates BRIDGE Day and The Delaware Bridge Program. These and other duties of the Director of DEI are negotiated with the Department Chair and are communicated to the Department.

In addition, each of the Department's graduate training programs (i.e., area groups) selects an *Area Director* with advice and consent from the Chair. The Clinical Area Director, who also serves as Director of Clinical Training, is typically appointed for 5 years. Directors of the other Areas are appointed for 1 year. These appointments are renewable with no limitation on the number of renewals. The Directors are responsible for the conduct of area business/policy meetings, the coordination of area brown bag meetings, the conduct and delivery of timely student evaluations, and other duties specific to the needs of the area. In addition, Area Directors assist the Directors of Graduate and Undergraduate Education in the scheduling of undergraduate and graduate course offerings and consult on matters of graduate student recruitment, orientation, and funding arrangements. Area Directors may appoint designees to perform some

of these duties by mutual agreement with the Department leadership (e.g., Chair, Directors of Graduate or Undergraduate Education, etc.).

3.2 Department Committees

3.2.1 Advisory Committee

The *Advisory Committee* acts on behalf of the faculty in the administration of the Department. The Advisory Committee consists of the Associate Chair, the Director of Graduate Education, the Director of Undergraduate Education, the Executive Director of the Institute for Community Mental Health, the Director of DEI Initiatives, and the Director of each departmental area group. Meetings of the Advisory Committee are normally called by the Department Chair, who chairs the meeting. The primary responsibility of this committee is to advise the Department Chair concerning the general administration of the Department and to disseminate information from the Chair and Advisory Committee meeting to their respective graduate program areas. Such advisory functions shall include the development and implementation of initiatives affecting research and educational activities of the Department and the strategic planning for recruitment and use of existing and new sources of funds. Other responsibilities include space allocation and administration and the periodic review of departmental organization and bylaws. Duties other than those mentioned herein are undertaken by mutual agreement with the Department Chair and are communicated to the Department.

3.2.2 Graduate Committee

The *Graduate Committee* consists of the Director of Graduate Education, the Director of each of the Department graduate training programs, and the staff member associated with graduate advisement. The Graduate Committee is responsible for current graduate students and the operation of the graduate program. Responsibilities of the Graduate Committee include periodic review of the graduate program, formulation of requirements for the graduate program subject to approval of the voting faculty, administration of the graduate program, enforcement of graduate degree requirements, updating and maintaining a graduate student handbook, and the development of programs (including awards) for fostering morale within the graduate student body. In addition, the Graduate Committee provides advice to the Director of Graduate Education who makes recommendations to the Department Chair regarding the allocation and distribution of fellowship and teaching assistantship awards for current graduate students. Other responsibilities include coordinating and monitoring the recruitment efforts of each graduate training program, monitoring the progress of all graduate students, encouraging fellowship applications to external federal and private organizations, and ensuring the high quality of the graduate student body. Duties other than those mentioned herein are undertaken by mutual agreement with the Director of Graduate Education and are communicated to the Department.

3.2.3 Undergraduate Committee

The *Undergraduate Committee* consists of the Director of Undergraduate Education, a minimum of four full-time faculty appointed by the Department Chair, and the staff member associated with undergraduate advisement. One member of the Undergraduate Committee is the Director of Undergraduate Advising. The Undergraduate Committee advises the Director of Undergraduate Education on issues related to the undergraduate program through its recruitment of qualified undergraduate majors, formulation of requirements for the major and minor degree programs

subject to approval by the voting faculty, and admission decisions for students proposing to change their major or add psychology or neuroscience as a major or minor. The Undergraduate Committee also oversees the Honors program, undergraduate advisement, and convocation planning. The Undergraduate Committee is responsible for undergraduate awards and maintains liaison with Psi Chi and with undergraduate programs in other departments.

3.2.4 Department Institutional Review Board

The *Department Institutional Review Board* consists of a Chair and at least one other full-time faculty familiar with human subjects research appointed by the Department Chair. The Chair of the committee shall serve as the Department's representative to the University's Institutional Review Board and a second member of the committee shall be designated the alternate. The Department Institutional Review Board reviews all Department research protocols that involve research with human subjects to insure that they comply with all relevant university, state, and federal guidelines and standards for such research.

3.2.5 Faculty Evaluation Committee

The *Faculty Evaluation Committee*, chaired by the Associate Chair, consists of all members of the Advisory Committee, or their designees, and shall work with all candidates for promotion as they prepare their dossiers for submission to the Department Promotion and Tenure Committee. One member of the committee is designated as the primary liaison between the candidate and the Department P&T Committee. The Faculty Evaluation Committee also maintains the peer review schedule for all full-time faculty and insures that evaluations occur in a timely manner consistent with University policy. The Committee solicits written information from the faculty member documenting his or her contributions in areas consistent with the faculty member's workload agreement. If a member of the Evaluation Committee is at or below the rank of a faculty member scheduled for evaluation, a temporary replacement for evaluation purposes will be appointed by the Department Chair. The Faculty Evaluation Committee also plays an advisory role to any member of the faculty considering a promotion initiative.

3.2.6 Promotion and Tenure (P&T) Committee

The *P&T Committee* consists of all voting members of the Department faculty at or above the rank for which the candidate is being considered, except the Department Chair, and is chaired by the Associate Chair of the Department. If the Associate Chair is below the rank for the candidate being considered, the Chair of the Department will appoint an alternate chair of appropriate rank. The committee considers the presentation of data from the Faculty Evaluation Committee and then presents in detail their recommendations in writing to the Department Chair. The Department Chair ensures that the dossier, the Department P&T report, and the Chair's own evaluation is forwarded to the College and University Promotion and Tenure Committees.

The P&T Committee will, in like manner, conduct peer reviews of all tenured, tenure-track, and continuing track faculty.

3.2.7 Safety Committee

The *Safety Committee* consists of a Chair, appointed annually by the Department Chair, the Department Business Administrator, and one faculty representative from each graduate training program. The Committee ensures that safety inspections of all teaching and research laboratories

are conducted once each year, and also enforces applicable safety training requirements for individuals working in research labs. The committee recommends changes in Department policy and practice in order to promote and enhance laboratory safety.

3.2.8 Equity and Inclusion Committee

The *Equity and Inclusion Committee* consists of a Chair, appointed annually by the Department Chair, at least two additional members of the faculty, and at least one each of the following: graduate student, undergraduate student, and Department staff. The Committee recommends procedures related to Department policy and practice in order to promote and enhance diversity and inclusive excellence among faculty, students, and staff.

3.2.9 Other Committees

Other standing or ad hoc committees may be formed as deemed necessary by the Chair. Members of the committees will be appointed by the Chair, with one member designated as committee Chair.

3.2.10 Coordinators, Advisors, and Directors:

The Chair appoints from among the faculty one coordinator/liaison for each of the following departmental functions: Library, Subject Pool, Honors Program, Department Poster Day Coordinator, Psi Chi, Psychology Club, and Nu Rho Psi.

In addition, the Chair appoints, on an annual basis, the following Directors: Director of Undergraduate Advising, Director of the Psychological Services Training Center, Director of the 4+1 Program in Neuroscience.

3.2.11 Graduate Student Representation

Each of the Department graduate program areas may select a representative to be present at Area Group and Department faculty meetings, and the graduate students may select a representative to serve on all standing and ad hoc committees with the exception of the Advisory Committee, the Graduate Committee, the Faculty Evaluation Committee, and the Department Promotion and Tenure Committee. Representatives must meet minimal criteria to be considered in good standing. Students are considered to be in good standing if: (a) the most recent evaluation letter states that performance is satisfactory, (b) no unsatisfactory grades are on record without having been successfully retaken, (c) the student is up-to-date on program requirements (i.e., completed a first-year project, second-year project, and qualifying exam according to timelines defined in the handbook), (d) no finding of unethical conduct has been made, (e) the student has an advisor in the program. Regarding (c), a student is considered in good standing if they have not completed a milestone by the handbook deadline, but a deadline extension has been granted with approval by the relevant Area Head, the Director of Graduate Education, a majority vote of area faculty, and a majority vote of the Graduate Committee.

3.2.12 Department Meetings

The faculty meets as needed but at least twice each semester. Special meetings may be called

either by the Department Chair or at the request of 25% of the voting faculty. Whenever possible, faculty meetings must be scheduled at least one week in advance and at a time that does not conflict with the teaching schedule of any voting faculty. Each faculty meeting will have an agenda, usually prepared by the Department Chair. Normally, agenda items will be solicited from the voting faculty at least one week in advance, and the agenda will normally be distributed to the faculty at least two days in advance of the meeting. Although other business may be discussed at the faculty meeting, official action may be taken only on items on the agenda. Voting faculty, including those on sabbatical, may attend and participate in all faculty meetings; non-voting faculty and graduate student representatives will be invited to attend and participate in portions of faculty meetings as appropriate. A quorum shall consist of a majority of the voting faculty who are not on sabbatical or leave of absence; faculty on sabbatical or leave of absence do not count in determining a quorum. A quorum must be present at a faculty meeting for action to be taken. Voting faculty may vote on all department matters, and those unable to attend a meeting may submit proxy votes to the Chair or the Chair's representative. Faculty on sabbatical retain their voting rights; a faculty member on leave retains his or her voting rights unless decided otherwise by the voting faculty. Except where otherwise specified (e.g., Sections 1, 4.1 and 6), binding decisions require a quorum and a simple majority of the voting faculty attending the meeting, whether voting in person, by-email, or by proxy..

Secret balloting must be taken on all personnel matters involving full-time faculty or on other matters if requested by any member of the voting faculty.

Procedures followed during departmental meetings will be guided by Robert's Rules of Order.

4. Appointments

4.1 Tenure-Track Appointments

Ad hoc Search Committees, appointed by the Department Chair, are responsible for administering the recruitment of new tenure-track faculty. The Search Committees actively solicit the views of the voting faculty regarding the desired qualifications of candidates for open positions and formulate an advertisement, in consultation with the Department Chair, to attract such candidates. The Search Committees review applications for the relevant position and identify a set of finalists who are invited to campus for interviews. After each candidate's visit, the Search Committees solicit evaluations from the voting faculty, appropriate non-voting faculty, and students, and use these evaluations to formulate a recommendation that is presented to the voting faculty at a faculty meeting. The voting faculty are responsible for determining any candidates to whom an offer will be made. A two-thirds majority of the voting faculty attending the meeting is required to make an offer to the selected candidate. Likewise, determination of rank for such offers will be separate and will also be decided by a two-thirds majority of the voting faculty at the appropriate rank and tenure status.

4.2 Continuing Track Appointments

Procedures for the identification and hiring of continuing track faculty will be identical to those used for tenure-track faculty including the determination of rank voting.

4.3 Joint, Secondary, Adjunct, Affiliated, Temporary, and Visiting Faculty Appointments

Joint appointments are given to faculty members who have a primary appointment in another UD academic department but make significant contributions to the Department. Secondary appointments are made to professionals in the same or other departments who do not have a faculty appointment. Adjunct faculty are those persons who teach a course (or courses) at the University on a supplemental ("S") contract and who are not otherwise full-time faculty of the University. Affiliated faculty are individuals, primarily from outside the university, who are actively involved in the teaching or research mission of the Department in some capacity without financial remuneration. All joint and secondary appointments will be of limited duration not to exceed three years and will be reviewed at the end of the appointment period for evidence of continued involvement with the Department mission. All affiliated appointments will be of limited duration not to exceed three years and will be reviewed at the end of the appointment period for evidence of continued involvement with the department mission.

Temporary faculty are individuals hired on a temporary basis for full-time teaching, research, or both. These appointments are renewed on an annual basis, based on funding and performance, and will be of limited duration, not to exceed three years.

Visiting faculty are individuals who come from another institution for a specified period of time, often as part of a sabbatical arrangement, with the expectation that they will return to their home institutions at the end of their appointment period at the University of Delaware.

Joint, secondary, affiliated, and visiting faculty appointments require the approval of the voting faculty by a majority of those voting. Appointment of adjunct and other temporary or part-time faculty is done by the Chair in consultation with the sponsoring Department area group(s), appointed search committees, where applicable, and the Department Advisory Committee.

5. Promotion, Tenure, and Reviews

5.1 Promotion and Tenure

The composition of the Department's promotion and tenure committee is specified above (**Section 3.2.6**). Department procedures for promotion and tenure are consistent with University guidelines and are specified in a separate Promotion and Tenure document.

5.2 Peer Reviews

Peer reviews are conducted in accordance with University policy. Formal peer reviews will be conducted by the Department P&T Committee (**Section 3.2.6**) when scheduled by the Faculty Evaluation Committee. The Evaluation Committee solicits written information from the faculty member being reviewed documenting his or her contributions in each of the areas of research, teaching, and service. The P&T Committee then evaluates the faculty member and submits a written report to the Department Chair. A letter of evaluation is also written by the Department Chair, and a copy of each letter is given to the faculty member. Both written reports are sent to the Dean for their review and response.

6. Amendment

These Policies and Procedures may be amended at a duly constituted department meeting by a two-thirds majority vote.